

2016 Tennessee Educator Survey Evaluation Teacher Module

The Tennessee Consortium on Research, Evaluation, and Development and the Tennessee Department of Education are pleased to continue in partnership to present the Second Annual Tennessee Educator Survey¹. This survey examines a variety of areas including school culture, school leadership, instructional practices, and teacher and administrator evaluation.

The Survey consists of five core versions provided to each of the groups listed below.

1. Teachers
2. Building Administrators
3. Counselors
4. Instructional Coaches
5. Certified School-Level Support Staff

Teachers and administrators complete the appropriate core, and may be assigned several branching questions related to the specific nature of their position. Teacher and administrator branches include the following.

Teacher Branches

1. Early Career
2. High School
3. IPI School

Administrator Branches

1. IPI School

Teachers and administrators complete the appropriate core and a randomly assigned module. The Evaluation Teacher Module follows this introduction. Teacher and administrator modules include the following.

Teacher Modules

1. Professional Learning
2. Assessment and Standards
3. Personalized Learning
4. Evaluation
5. Early Literacy
6. High School
7. IPI Teachers
8. Pre-Kindergarten

Administrator Branches

1. Professional Learning
2. Assessment & Standards
3. Personalized Learning
4. Evaluation

Survey participants generally are able to complete their portion of the survey in 15 – 25 minutes.



¹ Questions on the Tennessee Educator Survey were derived from a variety of sources including: the Tennessee First to the Top Survey; the Consortium on Chicago School Research (CCSR) surveys; the Schools and Staffing Survey (SASS), the Teaching, Empowering, Leading and Learning (TELL) survey; the What Makes Schools Work survey; and the Gates Measure to Learn and Improve surveys. Several items were also drafted by the Tennessee Department of Education. For more information on the source of individual questions, please contact the Tennessee Consortium on Research, Evaluation, and Development.

Tennessee Educator Survey: Teacher Survey Modules

Teacher Module E: Evaluation

1. At the beginning of the year, did your principal, instructional coach, or another member of your school's leadership team review your evaluation data from last year to give you feedback?
 - a. Yes, I received feedback based on my evaluation last year.
 - b. I was evaluated last year but did not receive feedback this year.
 - c. I was not evaluated last year.
2. How much action did you take this year as a result of that feedback?
 - a. No action
 - b. Some action
 - c. Major action
3. Please indicate which of the following that has been, or will be included in the Overall Evaluation Score for your teacher evaluation process this year?
 - a. Observation of my teaching
 - b. Student achievement growth from my classroom (e.g., TVAAS)
 - c. Student achievement growth outside of my classroom.
 - d. Portfolio model
 - e. ACT/SAT/Explore/Plan
 - f. AP/IB/NIC suites of assessments
 - g. Other state or national assessments
 - h. Graduation rate
 - i. Student surveys
 - j. Parent surveys
 - k. Colleague/peer surveys
4. Please indicate which of the following that has been, or will be Used for Feedback in your teacher evaluation process this year?
 - a. Observation of my teaching
 - b. Student achievement growth from my classroom (e.g., TVAAS)
 - c. Student achievement growth outside of my classroom.
 - d. Portfolio model
 - e. ACT/SAT/Explore/Plan
 - f. AP/IB/NIC suites of assessments
 - g. Other state or national assessments
 - h. Graduation rate
 - i. Student surveys
 - j. Parent surveys
 - k. Colleague/peer surveys

5. Please indicate the extent to which you agree or disagree with the following statements regarding each aspect of your evaluation this year.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. <carry forward 3a if checked eval box at 3a> is appropriate for use in my overall evaluation.	1	2	3	4
b. I understand what <carry forward 3a if checked eval box at 3a> is evaluating me on.	1	2	3	4
c. <carry forward 3b if checked eval box at 3b> is appropriate for use in my overall evaluation.	1	2	3	4
d. I understand what <carry forward 3b if checked eval box at 3b> is evaluating me on.	1	2	4	5
e. <etc. for 3c-l>				

6. How much action have you taken as a result of feedback you have received from each aspect of your evaluation this school year? (Select one for each)

	No action intended	No action yet	Some action	Major action
a. <carry forward 3a if checked feedback box at 3a>		1	2	3
b. <carry forward 3b if checked feedback box at 3b>		1	2	3
c. <etc. for 3a\c-l>		1	2	3

7. Please indicate the extent to which you agree or disagree with the following statements regarding the impact of the evaluation process on your role.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Focuses on the aspects of my work that will affect student learning.	1	2	3	4
b. Helps me to identify areas where I can improve.	1	2	3	4
c. Helps me to identify areas where my teaching is strong.	1	2	3	4
d. Provides me with clear expectations for my teaching.	1	2	3	4

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e. Helps me plan instruction and develop lesson plans.	1	2	3	4
f. Overall has helped refine my instructional practices.	1	2	3	4

8. Please indicate the extent to which you agree or disagree with the following statements regarding the teacher evaluation system in your school district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The system for assessing teachers as a whole generates fair and accurate results.	1	2	3	4
b. The evaluation criteria are applied equally to all teachers, regardless of their background or level of experience.	1	2	3	4
c. The system is effective in identifying outstanding teachers.	1	2	3	4
d. The system is effective in identifying teachers who are struggling.	1	2	3	4
e. I have had productive discussions with other teachers about feedback I have received as part of the observation process that is used in the evaluation system.	1	2	3	4
f. I have used data from the observation process that is used in the evaluation system to set goals for refining my teaching practices.	1	2	3	4

9. Please rate the extent to which your school has provided you with specific types of support for participating in the teacher evaluation system.

	No Support	Some Support	Adequate Support	Strong Support
a. Leadership support (such as key information and guidance from school or district administrators)	1	2	3	4
b. Time (such as planning or release time to complete evaluation materials)	1	2	3	4
c. Materials (such as guidelines to facilitate the process)	1	2	3	4
d. Access to staff with specific expertise (such as instructional coaches) within and/or outside of my school	1	2	3	4

10. Please indicate the extent to which you agree or disagree with the following statements regarding TVAAS (Tennessee Value-Added Assessment System).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I am able to give a brief, accurate explanation of TVAAS.	1	2	3	4
b. I know how to use TVAAS to inform my instructional practice.	1	2	3	4
c. I find student growth data useful for organizing course materials during beginning of year planning.	1	2	3	4
d. I find student growth data useful for organizing my classroom (e.g. seating charts, etc.) during beginning of year planning.	1	2	3	4
e. TVAAS scores should be used to inform professional development priorities.	1	2	3	4
f. I have a trusted resource at my school I can consult when I have questions about TVAAS.	1	2	3	4
g. TDOE communication concerning TVAAS is easy to understand.	1	2	3	4
h. I have attended a professional learning session on using TVAAS in the last year.	1	2	3	4

11. Please report on your view of the burden of the teacher evaluation process. (Select one)

LOW BURDEN					HIGH BURDEN
1	2	3	4	5	

